

City of Hayward

Summary of Negotiated Employee Concessions FY 2012 - FY 2015

Concession Type	FY 2012	FY 2013	FY 2014	FY 2015
Furlough	Unrepresented			
	HAME			
	SEIU 1021 Clerical			
	SEIU 1021 Maint			
	Local 21			
	Police Mgmt			
Relinquish Cost of Living Adjustments (COLA)	Unrepresented *	Unrepresented (3.5%) **	Unrepresented (2%)	Unrepresented (2%)
	HAME *	HAME (3.5%) **	HAME (2%)	HAME (2%)
	SEIU 1021 Clerical *	SEIU 1021 Clerical (3.5%)		
	SEIU 1021 Maint *	SEIU 1021 Maint (3.5%)		
	Local 21 *	Local 21 (3.5%)		
	HPOA (2%)	HPOA (6%)	HPOA (2%)	
	Police Mgmt (2%)	Police Mgmt (6%)	Police Mgmt (2%)	Police Mgmt (2%)
	Fire Local 1909 (8.03%)	Fire Local 1909 (2%)		
	Fire Officers & Chiefs (8.03%)	Fire Officers & Chiefs (2%)		
	Mayor & Council *	Mayor & Council (2.5%)		
Employee Retirement Contribution (PERS)	Unrepresented (8%)	Unrepresented (8%)	Unrepresented (8%)	Unrepresented (8%)
	HAME (2.78%)	HAME (8%)	HAME (8%)	HAME (8%)
		SEIU 1021 Clerical (8%)	SEIU 1021 Clerical (8%)	SEIU 1021 Clerical (8%)
		SEIU 1021 Maint (8%)	SEIU 1021 Maint (8%)	SEIU 1021 Maint (8%)
		Local 21 (8%)	Local 21 (8%)	Local 21 (8%)
	HPOA (9%)	HPOA (9%)	HPOA (9%)	HPOA (9%)
			Police Mgmt (4%)	Police Mgmt (9%)
	Fire Local 1909 (9%)	Fire Local 1909 (9%)		
	Mayor & Council (8%)	Mayor & Council (8%)	Mayor & Council (8%)	Mayor & Council (8%)
Share of Employer Retirement Contributions (PERS)	HPOA (3%)	HPOA (8.45%)	HPOA (8.62%)	
	Police Mgmt (3%)	Police Mgmt (8.45%)	Police Mgmt (8.62%)	Police Mgmt (8.62%)
	Fire Local 1909 (6%)	Fire Local 1909 (6%)		
	Fire Officers & Chiefs (6%)	Fire Officers & Chiefs (6%)		
No Employer Paid Deferred Comp	Unrepresented	Unrepresented	Unrepresented	Unrepresented
		HAME	HAME	HAME
		SEIU 1021 Clerical	SEIU 1021 Clerical	SEIU 1021 Clerical
		SEIU 1021 Maint	SEIU 1021 Maint	SEIU 1021 Maint
		Local 21	Local 21	Local 21
Contribution to Medical Premiums	Unrepresented (10%)	Unrepresented (10%)	Unrepresented (10%)	Unrepresented (20%)
	Police Mgmt (50%)	Police Mgmt (50%)	Police Mgmt (35%)	HAME (10%)
	Mayor & Council (20%)	Mayor & Council (20%)		
Contribution to Dental Premiums	Mayor & Council (50%)	Mayor & Council (50%)	Unrepresented (20%)	Unrepresented (20%)
		SEIU 1021 Maint (20%)	HAME (20%)	HAME (20%)
Contribution to Vision Premiums		SEIU 1021 Maint (50%)	SEIU 1021 Maint (50%)	SEIU 1021 Maint (50%)
			Unrepresented (50%)	Unrepresented (50%)
			HAME (50%)	HAME (50%)
Retiree Healthcare Contributions		Local 21 (\$35/pay period)	Local 21 (\$35/pay period)	Local 21 (\$35/pay period)
				HAME (\$52/pay period)
				Police Mgmt (1%)

* No COLA received or budgeted for FY 2012.

** COLA originally budgeted at 2.5%, but per contract language and actual CPI, groups would have received 3.5% COLA.